

CASE NO.: CV-12-HS-1088-E

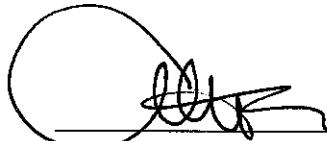
1. Denied.
2. Admitted.
3. Denied.
4. Linkan does not challenge jurisdiction, but denies that it engaged in any unlawful employment practice in this judicial district.
5. Admitted.
6. Admitted.
7. Denied.
8. Denied.

9. Admitted.
10. Denied.
11. Denied.
12. Denied.
13. Denied.
14. Denied.
15. Denied.
16. Denied.
17. Denied. Maner prepared the statement to which she refers in hopes of receiving unemployment compensation benefits.
18. Denied.
19. Denied.
20. Admitted.
21. Denied.
22. Denied.
23. Denied.
24. Denied.
25. Denied.
26. Denied.
27. Denied.
28. Denied.

29. Linkan denies any material averment not specifically admitted.

ADDITIONAL DEFENSES

1. Plaintiff has failed to exhaust administrative remedies.
2. Plaintiff has failed to mitigate damages, if any.
3. Defendant would have the same employment decision in the absence of any illegal motive.



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CERTIFICATE OF SERVICE

I hereby certify that I have this 20th day of June, 2012, electronically served a copy of the foregoing on

John D. Saxon, Esquire
Margaret G. Murphy, Esquire
2119 3rd Avenue North
Birmingham, AL 35203
Attorney for Plaintiff

or placed a copy of same in the United States mail, properly addressed with first class postage prepaid.



ARTHUR F. FITE, III